ORGANIZATIONAL DESIGN & AGILITY `3 DAYS`

Frederik Haentjens

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1. Overview

This course will cover the fundamentals of organizational design, including the different types of structures and their impacts on efficiency and agility. From an HR perspective, we will discuss the role of HR in shaping and implementing organizational design, as well as strategies for fostering agility within the organization. The course will also cover the importance of culture and communication in shaping organizational design.

2. Benefits

- Enhanced Decision-Making Skills
- Strategic Adaptability
- Effective Change Management
- Holistic Organizational Understanding
- Career Advancement

3. Methodology

This is a 3-day course that can be delivered in 3 ways,

Virtual

A complete online delivery mode that uses platforms like Mural and Menti, to deliver on teamwork and collaboration during case studies and exercises.

In Person

A complete in-person delivery mode that encourages face-to-face interaction and hands-on learning.

Hyflex

A mix of virtual and in-person delivery mode that includes the option of attending workshops face to face or enjoying the benefits of a fun virtual class.

Using the latest technology and Augmented class exercises using AI

MURAL Mentimeter DALL-E GPT-3

4. Outcomes

1. Differentiate between design and development and grasp key OD terminologies.
2. Grasp the relationship between OD and agility and understand strategies for fostering agility.
3. Employ empathy in OD and anticipate emerging trends using futures thinking.
4. Assess organizational readiness, identify challenges, and apply innovative OD solutions.
5. Familiarize with various org structures and implement effective change management.
6. Understand governance in OD, manage associated risks, and view disruptions as opportunities.

5. Equipment

1. Laptop/Computer with internet connection

2. Book with pen/pencil for notes

6. Attendees

This course is ideal for mid-to-senior level managers, HR professionals, business strategists, and organizational development practitioners. It can also be for those aspiring to get into leadership roles or seeking to enhance their understanding of structural adaptability in the face of disruption. This course is especially beneficial to professionals involved in strategic planning, change management, and organizational restructuring, providing them with tools and insights to foster agility and resilience in their respective organizations.

7. Course Instructor

Frederik Haentjens is a Human Capital & Organisational Transformation author, keynote speaker and executive with a focus on Organization Design (OD), Design Thinking, Employee Experience, Digital transformation, innovation and disruption. He blends 20 years of expertise providing a customer-centered yet technologically advanced approach to Digital Transformation.

He helps Middle-Eastern, African and Asian organizations in the public and private sectors to achieve their business challenges and provides coaching to them and their staff in various theories to help achieve long-term goals. Digitalization is one such course, Where in Fred dives deep into the technical aspects as well as behavioral elements to develop a sense of transformation among organizations. With his multi-industry experience, Frederik ensures that his clients are capable and prepared to execute current and future organisational strategies and meet business goals.

He is a strategic professional who works directly with senior executives to align leadership vision, behaviors/practices, culture, measures, strategic workforce planning, performance, and organisation development. He is a creative thinker, designer, problem solver, and decision-maker. He has strong communication, interpersonal relations, coaching/mentoring, change management, and collaborative skills.

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8. Course Outline

Module 1 : Design vs. Development

1. Regionalized understanding of OD
2. The Samsung story
3. Organizational design vs. development
4. OD definition
5. OD terminology: Diagram, Structure, Design
6. OD: WHW

Module 2 : Agility in Organizational Design

1. Overview of ODA and its significance in organizations
2. OD as a process – the Congruence Model
3. The impact of culture on OD
4. System vs. design
5. The relationship between OD and agility
6. Key concepts and principles of ODA
7. Strategies for Fostering Agility
8. The ODA process and its phases
9. The need for and importance of re-organization in ODA
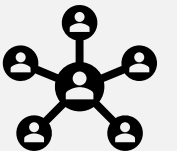
Module 3 : Empathy & Futures Thinking

1. What is empathy?
2. The power of empathy
3. Why gain empathy?
4. How to approach empathy?
5. Inspired to empathize
6. What is futures thinking and when does the future start?
7. Understanding the role of futures thinking in OD
8. Internal and external scanning
9. Exploring emerging trends and disruptions that impact OD
10. The 3 horizons approach
11. Tools and technique that help
12. Incorporating future-oriented approaches in the OD process

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Module 4 : Defining the Problem

DAY 2

1. Assessing organizational readiness for ODA
2. Identifying current internal and external OD challenges
3. Exploring innovative OD system models to achieve agility
4. Gaining a deep understanding of the organization's strategy, culture, and stakeholders
5. Identifying areas for improvement and potential solutions

Module 5 : Organization Design Principles and Models in ODA

DAY 2

1. Introduction to organization principles and models
2. Understanding the factors that affect and impact creating agility in OD
3. OD models and components
4. Diagnosis models
5. Choosing the right org structure
6. Common org structures
7. Flat vs. hierarchical pyramid org structures
8. Understanding the impact of different models on organizational agility
9. Applying organization principles and models to ODA

Module 5 : Design Phase: OD and Agility

DAY 2

1. Companies then and now
2. How to ideate in OD
3. Developing a design plan for organizational change
4. Identifying and mitigating risks in the design phase
5. Defining roles and responsibilities in the new org structure
6. Designing the governance and decision-making processes

8. Course Outline

Module 7 : Iterative Design, Testing, and Implementation

1. Introduction to the concept of prototyping in OD
2. Visual thinking and visualization with the Visual Alphabet
3. Exploring different prototyping methods and tools
4. OD testing options
5. Layers, span of control, and capabilities
6. Reality testing the design with RACI
7. Preparing the organization for change
8. Introducing and understanding network teams
9. Implementing the design plan
10. Change management and key models
11. Monitoring progress and evaluating the effectiveness of OD implementation
12. Best practices in measuring ROI of organizational reconstruction

Module 8 : Implementation Phase

1. Preparing the organization for change
2. Impact of a missing element
3. Change: Why? What? How?
4. Introducing & understanding network teams
5. Implementing the design plan
6. Analyzing and evaluating the prototype
7. Nature, scope, and management of change
8. Monitoring progress and evaluating the effectiveness of OD solutions
9. Understanding best practices in measuring ROI in org reconstruction

Module 9 : OD Roadmap & Disruption as an Opportunity

1. Phase 1: Analyze Current State
2. Phase 2: Engage Stakeholders
3. Phase 3: Select Design Elements
4. Phase 4: Analyze Principles & Models
5. Phase 5: Embrace Agility & Innovation
6. Phase 6: Craft the Design Plan
7. Phase 7: Implement & Monitor
8. Waves of ODisruptions
9. Disruption is an opportunity